



DEFENSE HUMAN RESOURCES ACTIVITY
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MEMORANDUM FOR DIRECTOR, ARMY SEXUAL HARASSMENT ASSAULT
RESPONSE AND PREVENTION OFFICE
DIRECTOR, DEPARTMENT OF THE NAVY OFFICE OF FORCE
RESILIENCY
DIRECTOR, MARINE AND FAMILY PROGRAMS
DIRECTOR, 21ST CENTURY SAILOR OFFICE
DIRECTOR, AIR FORCE INTEGRATED RESILIENCE OFFICE
DIRECTOR, NATIONAL GUARD BUREAU MANPOWER AND
PERSONNEL
U.S. ARMY TRAINING AND DOCTRINE COMMAND
MARINE CORPS TRAINING AND EDUCATION COMMAND
NAVAL EDUCATION AND TRAINING COMMAND
AIR EDUCATION AND TRAINING COMMAND

SUBJECT: Common Military Training Consolidation Requirements

In the memorandum "Mission Focus of the Department of Defense," March 17, 2025, (Attached), the Secretary of Defense directed the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD(P&R)) to "lead a review assessing the value of all mandatory or recurring training requirements created by a DoD, Military Department, or Military Service issuance, regulation, or policy and provide recommendations for the elimination of unnecessary training requirements." OUSD(P&R)'s review resulted in eight recommendations for the Secretary's consideration, which he approved on September 3, 2025 (Attached). Recommendation 7 is the consolidation of mandatory training topics, including Harassment Prevention and Response, Sexual Assault Prevention and Response, Substance Misuse and Gambling Disorder, Suicide Prevention, and Domestic Abuse Common Military Trainings (CMT). The intent of this consolidation is to reduce redundancy, maximize efficiency, and emphasize the mutually reinforcing linkages between related topics. Integrated training programs can also be tailored to Service-specific requirements and conditions.

The USD(P&R) has directed the Services (Attached) to provide a description of the current status and future plans for CMT consolidation to include a policy and implementation timeline, a listing of CMT topics to be consolidated, and a brief description of the resulting integrated courses in terms of curriculum, mode of delivery, and required frequency. The Services are directed to coordinate with respective Office of the Secretary of Defense (OSD) Components that oversee CMT topics being consolidated to ensure all terminal learning objectives and enabling learning objectives will be sufficiently covered in the new integrated program to meet expected outcomes.

DoD SAPRO encourages consolidation of the prevention training of these harmful behaviors; however, response training requires specific, distinct sections to identify the separate forms of chain of command action, investigation processes, legal action, as well as victim care and support services available.

Response policies, offices, and resources are tailored to each harmful behavior across topical areas; providing this tailored information for not only sexual assault response, but also sexual harassment, substance misuse and gambling, suicide, and domestic abuse, is imperative to fielding a lethal, resilient, and agile Joint Force. To ensure the inclusion of critical information for Service member safety, recovery, and readiness, SAPRO is providing the detailed information below to guide the creation of the Services' future plans for CMT consolidation.

DoDI 6495.02, vol 2, identifies SAPRO training requirements for annual refresher education and training for all Service members. To assist in planning for consolidation, SAPRO has identified the core competencies that are essential for inclusion in a consolidated training course. In addition, SAPRO has identified secondary topics, in priority order, which may be optional for inclusion in annual refresher training or may be adapted to other delivery formats, such as professional military education (PME), or delivered via other modes.

Essential Competencies for Response Trainings: Required to be included in consolidated training materials

1. Definitions of sexual assault and consent, including how it differs from sexual harassment
2. Reporting options (restricted and unrestricted) including what resources and services are involved with each reporting option (e.g., SARC/VA; SVC/VLC/VC; healthcare to include a SAFE, medical, and mental health; MCIO; command notification, **and Department of Veteran's Affairs resources**); understanding who can take reports (who has privilege); mandatory reporters; reporting outside chain of command; and Safe Helpline
3. Safe to Report protections and procedures

Secondary Competencies for Response Trainings: The following competencies, listed in priority order may be included in annual refresher training if time allows or may be shifted to other courses, such as PME, or delivered via other modes.

1. Privileged communications and how disclosures impact reporting - what is and is not confidential under Restricted Reporting
2. Command personnel roles and responsibilities - how they support victims
3. Retaliation
4. The Catch a Serial Offender Program (CATCH)

Using an integrated primary prevention approach (e.g., targeting shared risk and protective factors for sexual assault, sexual harassment, substance misuse and gambling, domestic abuse, and suicide) SAPRO has identified the core competencies that are essential to be included in a consolidated training course.

Essential Competencies for Integrated Prevention Trainings: Required to be included in consolidated training materials.

1. Promote DoD and Service core values to reinforce social norms for prevention
2. Support and maintain protective and professional organizational climates that ensure the safety of all members (e.g., respectful professional and personal relationships that contribute to healthy command climates for everyone, including family members; adherence to sexual harassment policies; and positive bystander interventions)
3. A culture of prevention, including understanding everyone's role in prevention and fostering skills for primary prevention, using the continuum of harm as an example
4. Fostering social courage and reducing stigma

To reduce training burden, some resources and educational materials concerning the full range of harmful behaviors can be provided via alternative methods or at alternative timepoints. For example, information on healthy relationships could be provided as supplemental material (e.g., slick sheets) and/or provided at alternative time periods (e.g., during accession training or as optional ad hoc/periodic training based on command need).

I hope this guidance is helpful in producing your responses concerning the consolidation of CMT, in accordance with Department guidance. I am available at nathan.w.galbreath.civ@mail.mil if any questions or issues arise.

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and Response Office

Attachments:
As stated